

INTERAGENCY ADVISORY GROUP

UNITED STATES OF AMERICA
OFFICE OF PERSONNEL MANAGEMENT
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Minutes of May 31, 1979 IAG Committee on Development and Training

The meeting was opened by Jim Brogan, Office of Personnel Management (OPM).

James Gregg, OPM gave a briefing on the status of the establishment of the Presidential Management Improvement Council. It will be co-chaired by Alan Campbell and James McIntyre and consist of about 15 members. The council is intended to be an action council, not a study group. The agency with management improvement needs will lead in developing solutions and will provide a large part of the staffing. The Office of Personnel Management and the Office of Management and Budget will provide support and guidance.

Blair Ewing, OPM, gave a briefing on WED's new Office of Productivity Programs. The mission of the Office is to help agencies optimize productivity services, while minimizing costs and time spent. The functions of the Office are:

1. measurement of productivity and improvement of measurement techniques
2. research and program development
 - A. application of research to productivity
 - B. identification of good existing programs aimed at productivity in Federal agencies, in order to diffuse those programs to other agencies
3. productivity services.

Sam Phillips, OPM, gave an up-date on the Executive Development Program. The Office of Personnel Management will sponsor roundtables later this month for program developers, to aid them in designing agency Executive Development programs consistent with the criteria. A new program for Executive Development participants in small agencies was announced. The deadline for selection of participants, from agencies with fewer than 50 SES members, into the Senior Executive

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Service Candidate Development Program is February 1, 1980. All agencies' programs are overseen by Executive Resource Boards, which must be established by June 8, 1979. Executive Personnel and Management Development is also conducting a research project concerned with validation of managerial competencies, using input from similar GAO and Navy studies. The result of this research will guide the restructuring of OPM's management training curriculum.

Ellis Berne, Justice, gave a report on the Personnel Director's Conference in Gettysburg. He said that the tone of the meeting was one of concern about the implications of the new relationships resulting from the reform act. Ellis also mentioned a presentation of Mr. Laffley of the Chase Manhattan Bank on the implementation of an executive awards system. The system has been under way for five years and it is just now possible to evaluate. A summary of Mr. Laffley's presentation will be available in about one month through the IAG CODAT Secretariat. It was mentioned that the facilitators present at the meeting were a great help and it is hoped that they will be used again.

Don Phillips, OPM, Alcohol and Drug Abuse Program, gave a briefing on the broadened scope of the Employee Counseling Service Programs. Initially the program required alcohol and drug programs for Federal employees, now the authority allows for programs on all problems employees bring to the job. Workforce Effectiveness and Development will offer courses to cover this broadened scope. Don discussed a new approach being used in the training of supervisors of employees with problems that impact on the job.

Ellis Berne summarized the results of a meeting held by the IAG Standing Committee on Training Policy, concerning the proposed revision of OMB Circular #A-76. Great concern was expressed about the implications of the contracting-out provisions.

Dick Burdick, GPO, thanked everyone who worked to make the Changing Scene a successful program. He also mentioned that training personnel seem to be frequently used for functions other than training this year. The use of training personnel for other tasks may cause problems for the training function within agencies next year.

Jim Brogan mentioned that the Steering Committee is planning a conference retreat for agency training officers that will probably be held later this year. He also mentioned that the National University Extension Association had approached OPM regarding a joint conference, which will explore areas of mutual interest. This is tentatively scheduled for late September 1979, in Washington, D.C.

The next IAG meeting will be July 27, 1979.

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